

**2014 FCC EEO Public File Report for Charter Communications
12371 - COE Fond du Lac Cnty WI**

This Report Covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Filled During This Period: **461**
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: **1019**

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State WI
FCC Unit 12371 - COE Fond du Lac Cnty WI

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred	Number Hired
1405293	Bus Controls Analyst-Cust Ops	Referral	1	1
1405293 Total			1	1
1405003	Dir, Human Resources II	Charter.com	4	0
		Internal	1	1
		LinkedIn	1	0
1405003 Total			6	1
1305704	Facilities Administrator	Charter.com	1	1
		Referral	1	0
1305704 Total			2	1
1406070	Maintenance Coordinator	Internal	1	1
1406070 Total			1	1
1304222	Mgr, Billing	Charter.com	5	0
		Internal	1	1
		Referral	3	0
		CareerBuilder	1	0
1304222 Total			10	1
1404288	Mgr, Facilities	Internal	1	1
1404288 Total			1	1
1306797	Mgr, Human Resources I	Charter.com	1	0
		Internal	1	0
		LinkedIn	1	0
		Referral	1	1
1306797 Total			4	1
1406119	Mgr, Human Resources I	Internal	1	1
1406119 Total			1	1
1302309	Rep, Billing	Charter.com	125	30
		Job Center of Wisconsin	18	3
		Job Fair	3	1

1302309	Rep, Billing	Newspaper	75	16
		Radio	69	22
		Referral	88	27
		CareerBuilder	21	7
		TV	3	1
1302309 Total			402	107
1303141	Rep, Billing	Charter.com	32	13
		Internal	1	0
		Job Center of Wisconsin	3	2
		Newspaper	7	2
		Radio	16	7
		Referral	21	8
		CareerBuilder	8	3
		TV	2	2
1303141 Total			90	37
1303891	Rep, Billing	Charter.com	81	34
		Internal	1	0
		Job Center of Wisconsin	5	1
		Newspaper	4	1
		Radio	18	5
		Referral	49	24
		CareerBuilder	6	3
1303891 Total			164	68
1305133	Rep, Billing	Charter.com	42	30
		Job Center of Wisconsin	9	6
		Newspaper	10	4
		Radio	11	4
		Referral	32	21
		CareerBuilder	4	3
1305133 Total			108	68
1307230	Rep, Billing	Charter.com	19	15
		Job Center of Wisconsin	1	1
		Newspaper	3	2
		Radio	3	3
		Referral	15	10
		CareerBuilder	1	0
1307230 Total			42	31
1401659	Rep, Billing	Charter.com	22	18
		Internal	1	1
		Job Center of Wisconsin	1	1
		Radio	4	3
		Referral	19	11
		CareerBuilder	5	3
1401659 Total			52	37
1403179	Rep, Billing	Charter.com	22	20
		Job Center of Wisconsin	2	2

1403179	Rep, Billing	Newspaper	3	3
		Radio	2	0
		Referral	25	21
		CareerBuilder	2	0
1403179 Total			56	46
1406351	Rep, Billing	Charter.com	13	9
		Job Center of Wisconsin	2	1
		Radio	4	0
		Referral	6	4
1406351 Total			25	14
1301899	Sr Rep, Billing	Internal	7	7
1301899 Total			7	7
1304370	Sr Rep, Billing	Internal	2	1
1304370 Total			2	1
1306725	Sr Rep, Billing	Internal	15	10
1306725 Total			15	10
1402470	Sr Rep, Billing	Internal	4	4
1402470 Total			4	4
1405629	Sr Rep, Billing	Internal	6	6
1405629 Total			6	6
1205768	Sup, Billing	Internal	5	5
1205768 Total			5	5
1301744	Sup, Billing	Internal	6	6
1301744 Total			6	6
1305524	Sup, Billing	Charter.com	1	0
		Internal	5	3
1305524 Total			6	3
1402024	Sup, Billing	Internal	2	2
		CareerBuilder	1	1
1402024 Total			3	3
Grand Total			1019	461

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Radio - Charter often advertises via paid radio endorsers on local stations which include: WFDL, WTCX, WMDC, WBJZ	davis@wfdl.com marty@b104online.com		Terry Davis Marty Schibbelhit	920-924-9697	No	127
Charter website	www.charter.com				No	368
Employee Referral					No	261
Newspaper - Charter often advertises via paid newspaper ads with Gannett Wisconsin Media (Action Advertiser)	jlibak@gannett.com		Justin Libak	877-925-0233	No	102
CareerBuilder - Charter occassionally gets special discounted postings and email blasts in tandem with newspaper	jlibak@gannett.com		Justin Libak	877-925-0233	No	49
Job Center of Wisconsin	debra.warga@dwd.wisconsin.gov	Fond du Lac, WI	Debra Warga	920-929-3900	No	41
TV - Charter OnDemand, Charter Cross Channels	jessie.hlad@charter.com bob.pinter@charter.com		Jessie Hlad	715-301-4071	No	5
Job Fairs - Charter attends job fairs during the year	UW Oshkosh, Moraine Park Technical College (FDL)				No	3
LinkedIn - Charter occassionally posts on this site for professional positions	www.linkedin.com				No	2
Internal Postings that current employees applied for					No	61

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Fond du Lac High School Reality Day	11/7/2013	help teach students about our services and life skills
2	Career Fair on the Fox (University of Wisconsin Oshkosh)	3/4/2014	community job fair @ UW Oshkosh
3	Leaders As Readers	4/8/2014	discuss oppourtunities with Charter in the surrounding schools while participating in a reading program
4	Fond du Lac Job Fair	4/16/2014	community job fair and resume review
5	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level postions	9/17-18/2014	Training supervisor fundamentals (Charter University)
6	Participation in job banks, Internet programs, and other programs designed to promote outreach generally	Various	Charter Communications contracts with the Local Job Network (localjobnetwork.com) to email open position daily through their Community and Diversity Outreach program to 2.1 million monthly active and passive job seekers. The outreach focuses on minorities, women, people with disabilities, veterans, historically black colleges and universities, state workforce agencies, and professional/technical groups.